

# Gender Pay Gap Report 2023

---

Published February 2024

## BACKGROUND

Employers with 250 or more employees are required to publish data in relation to the gender pay gap. This report provides the relevant information for Nelson and Colne College Group (NCCG); the information contained within this report is as at 31 March 2023.

It is useful to note that gender pay gap is not the same as equal pay; the latter refers to the difference between men and women's pay for doing the same or similar work, whereas the gender pay gap relates to the difference calculated between men and women's average earnings, irrespective of their role.

### Pay Quartiles

The table below shows a breakdown of the proportion of male and female employees in each of the four pay band quartiles:

Quartile	Total employees in quartile	Males in quartile	% males in quartile	Females in quartile	% females in quartile
Lower quartile	153	47	30.7%	106	69.3%
Lower middle quartile	153	39	25.5%	114	74.5%
Upper middle quartile	154	41	26.6%	113	73.4%
Upper quartile	154	60	39.0%	94	61.0%
Total Full Pay Relevant Employees	614	187		427	

### Employee Bonuses

The gender pay gap reporting regulations also require employers to report on the proportion of male and female employees receiving bonuses, and to calculate the mean and median gender pay gap in relation to bonus payments.

As no bonuses were payable to any employees during the reporting window, values for both the mean and median bonus pay gaps are nil.

## PAY GAP DATA

The gender pay gap data for NCCG shows:

	2023	2022	2021	2020	2019
Mean Gender Pay Gap	2.2%	-0.27%	2.65%	0.37%	-1.05%
Median Gender Pay Gap	5.14%	0	0	4.21%	3.56%

The mean pay rates within NCCG as at 31 March 2023

(The mean calculation shows the difference between the mean average hourly rate for male and female employees. Mean averages place the same value on every rate considered, giving a good overall indication of the gender pay gap).

The mean pay rate for a female is £16.05

The mean pay rate for a male is £16.41

In monetary terms this is a difference of 36p per hour

The median pay rate within NCCG as at 31 March 2023

(The median calculation shows the difference between the median hourly rate for male and female employees. Median averages are useful to indicate what the 'typical' situation is).

The median pay rate for a female is £15.38

The median pay rate for a male is £16.22

*Please note* - the above results refer to staff employed by the Nelson and Colne College Group at the snapshot date (31 March 2023).